

DATA FROM INITIAL FINDINGS OF RCN 2017 EMPLOYMENT SURVEY
From the following three question areas:

- Pay and grading
- Income and additional work/hours
- Career satisfaction, development and progression

RESPONDENT PROFILE

	%
Female	87.2
Male	12.2
Other	0.3
Prefer not to say	0.3

What is your age?

	%
18-25	4.8
26-34	15.9
35-44	21.4
45-54	34.6
55-64	22.0
65 and over	1.4

Who is your employer for your MAIN job?

	%
NHS (exc GP)	77.9
NHS Bank	2.4
NHS commissioning org	1.6
Other NHS	0.6
Independent sector	5.6
GP practice	5.3
Charity	1.8
Private co	1.4
Agency	0.9
Other	2.5

Which of the following job titles best describes your MAIN job?

Staff nurse	34.5
Sister/charge nurse	11.9
Clinical nurse specialist	8.8
Senior nurse/matron	6.0
District/community nurse	5.4
Assistant practitioner/health care assistant	4.2
Mental health nurse	3.8
Advanced nurse practitioner	3.8

Practice nurse	3.4
Nurse practitioner	2.5
Community psychiatric nurse	2.4
Other	13.3

PAY AND GRADING

Compared to five years ago, how do you feel financially..?

Worse off	70.3
Better off	6.4
About the same	20.1
Don't know	3.3

Given your role and responsibilities, how appropriate would you say your current pay band/rate is?

Very appropriate	3.9
Appropriate	22.2
Neither appropriate nor inappropriate	12.3
Inappropriate	36.0
Very inappropriate	24.7
Don't know	0.9

INCOME AND ADDITIONAL WORK/HOURS

Pay and income...

To meet your daily bills and EVERYDAY living expenses (rather than other costs), have you done any of the following over the last year? (Please select all that apply.)

Worked extra hours in your main job	50.2
Borrowed money from family/friends/bank	39.8
Taken on an additional paid job	23.2
Taken out a payday loan	6.0
None of these	27.9

Of the 23.2% who have an additional job:

Bank nursing	53.1
Additional hours in my main job	34.3
Agency nursing	29.9
Non-nursing work	15.7
Non-NHS hospital	5.5
Care/nursing home	4.9
NHS nursing/management	2.9
Other	13.2

How would you describe the income from this additional job/work?

Indispensable. It keeps me financially afloat	51.7
Nice to have. It tops up my income	42.2
Neither of the above. I can take it or leave it	6.1

On average, how many hours a week do you do in your other paid job(s)?

Less than 5 hours	21.6
5-10 hours	40.7
More than 10 hours	37.7

Pay and income...

Have you experienced any of the following over the last year? (Please select all that apply.)

Cut back on food and travel costs	56.0
Struggled to pay gas and electricity bills	20.9
Missed or been late with my rent/mortgage payments	11.2
Used charities or food banks	2.3
None of these	40.1

Have money worries affected you at all recently? (Please select all that apply.)

Yes, I have lost sleep	40.9
Yes, I am thinking about leaving my job	23.7
I have spent time during work dealing with money problems	15.9
I find it difficult to concentrate/make decisions at work	13.6
None of these	41.5

On average, how many hours a week do you do in your other paid job(s)?

Less than 5 hours	21.6
5-10 hours	40.7
More than 10 hours	37.7

How often do you work through breaks?

Almost always	30.9
Most of the time	26.7
Some of the time	32.0
Rarely	8.8
Never	1.5

How often do you work in excess of your contracted hours?

Every shift	15.2
Several times a week	35.4
Once a week	21.5
Less than once a week	20.7
Never	7.2

CAREER SATISFACTION, DEVELOPMENT AND PROGRESSION

Are you currently seeking a new job?

Yes	36.8
No	63.2

Of those looking for a new job - Which, if any, of the following options are you considering? (Please select all that apply.)

A similar role in the NHS	29.2
A different role in the NHS	39.4
A similar role outside the NHS	23.5
A different role outside the NHS	34.1
Working abroad	13.9
Other	10.4

To what extent do you agree/disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I would recommend nursing as a career	10.0	31.0	22.4	25.9	10.7
I think that nursing is a rewarding career	26.2	47.4	13.9	9.1	3.4
Most days I am enthusiastic about my job	14.9	46.7	19.5	15.2	3.7
Nursing will continue to offer me a secure job for years to come	11.1	32.3	26.6	21.8	8.2
I would not want to work outside of nursing	12.4	22.3	24.8	29.4	11.2
I regret choosing nursing as a career	5.8	12.4	25.4	34.3	22.1